

QUESTIONS FOR ADOPTERS OF SA8000	QUESTIONS FOR NON ADOPTERS OF SA8000 BUT CERTIFIED WITH (E.G.) ISO 14000	QUESTIONS FOR AUDITORS/EXPERTS	QUESTIONS FOR OTHER SOCIAL INITIATIVES
<i>Interview guide:</i> This interview guide shows an outline of the interview questions for companies and the interview approach.	<i>Interview guide:</i> This interview guide shows an outline of the interview questions for companies and the interview approach.	<i>Interview guide:</i>	<i>Interview guide:</i>
We are not restricted to the questions below, which are basically a guideline for the interview. You can add what you consider interesting to note for this research.	We are not restricted to the questions below, which are basically a guideline for the interview. You can add what you consider interesting to note for this research. In case applicable, ISO 14000 can also be replaced/read by/and another standard.	We are not restricted to the questions below, which are basically a guideline for the interview. You can add what you consider interesting to note for this research.	We are not restricted to the questions below, which are basically a guideline for the interview. You can add what you consider interesting to note for this research.
<b>INTRODUCTION</b>	<b>INTRODUCTION</b>	<b>INTRODUCTION</b>	<b>INTRODUCTION</b>
<b>COMPANY &amp; specifically the certified facility:</b> Activities (production of..., R&D..., services) & branche Governance: parent company (Indian, foreign...) > what part of the company is certified? Founded in... (history) Any branches? Export to... (% inside Asia, most important countries) Revenue # of employees in this facility (mainly production?) e-mail address for feedback & phone	<b>COMPANY &amp; specifically the certified facility:</b> Activities (production of..., R&D..., services) & branche Governance: parent company (Indian, foreign...) > what part of the company is certified? Founded in... (history) Any branches? Export to... (% inside Asia, most important countries) Revenue # of employees in this facility (mainly production?) e-mail address for feedback & phone	<b>COMPANY:</b> Activities Governance: parent company (Indian, foreign...) Founded in... (history) # of certifications per year	<b>COMPANY:</b> Activities Governance: parent company (Indian, foreign...) Founded in... (history)
<b>INTERVIEWEE:</b> Role in the company, also with regards to SA8000® and since when?	<b>INTERVIEWEE:</b> Role in the company, also with regards to ISO14000 and since when?	<b>INTERVIEWEE:</b> Role in the company, also with regards to SA8000/ISO14000 certification and since when?	<b>INTERVIEWEE:</b> Role in the company, also with regards to social certification and since when?
<b>CERTIFICATION:</b> When was your site certified? What is the history in your organization with SA8000®? Current status? How did your company get to know about SA8000®? Who was involved in implementation and what was their role? Were there any doubts or concerns? What other management system certifications do you have and what was their role?	<b>CERTIFICATION:</b> When was your site certified? What is the history in your organization with ISO14000? Current status? How did your company get to know about ISO14000? Who was involved in implementation and what was their role? Were there any doubts or concerns? What other management system certifications do you have and what was their role?	<b>CERTIFICATION:</b> What is the history in your organization with SA8000/ISO14000 certification? Since when/current status?	<b>CERTIFICATION:</b> What is the history in your organization with social certification? Since when/current status?
<b>DRIVERS/BARRIERS</b> What factors have affected (internal) the adoption of SA8000 in your company? What stimulated your company to adopt SA8000®? Main reasons (e.g. top 1, 2 or 3) Internal: mgmt support (H/M/L); why was management supportive? o CC: internal drive? External: industry pressure, government, customers (H/M/L) Regulative: Government regulations/programs? Industry pressures? (perceived) customer pressures Any other pressures? What might have slowed down/prevented your company to adopt SA8000®? If any (H/M/L) o Costs / efforts (where those clear in advance?) Not knowing the standard > how well is it known?	<b>DRIVERS/BARRIERS</b> What factors have affected (internal) the adoption of ISO14000 in your company? What stimulated your company to adopt ISO14000? Main reasons (e.g. top 1, 2 or 3) Internal: mgmt support (H/M/L); why was management supportive? o CC: internal drive? External: industry pressure, government, customers (H/M/L) Regulative: Government regulations/programs? Industry pressures? (perceived) customer pressures Any other pressures? What might have slowed down/prevented your company to adopt ISO14000? If any (H/M/L) o Costs / efforts (where those clear in advance?) Not knowing the standard > how well is it known?	<b>DRIVERS/BARRIERS</b> What factors affect (internal) the adoption of SA8000 (or maybe in comparison to other standards) in companies? What stimulates companies to adopt SA8000®? Main reasons (e.g. top 1, 2 or 3) Internal: mgmt support (H/M/L); why was management supportive? o CC: internal drive? External: industry pressure, government, customers (H/M/L) Regulative: Government regulations/programs? Industry pressures? (perceived) customer pressures Any other pressures? What might prevent companies to adopt SA8000®? If any (H/M/L) o Costs / efforts (where those clear in advance?) Not knowing the standard > how well is it known?	<b>DRIVERS/BARRIERS</b> What factors affect (internally) the adoption of social standards (maybe in comparison to other standards) in companies? What stimulates companies to adopt social initiatives and esp SA8000®? Main reasons (e.g. top 1, 2 or 3) Internal: mgmt support (H/M/L); why was management supportive? o CC: internal drive? External: industry pressure, government, customers (H/M/L) Regulative: Government regulations/programs? Industry pressures? (perceived) customer pressures Any other pressures? What might prevent companies to adopt social initiatives? If any (H/M/L) o Costs / efforts (where those clear in advance?) Not knowing the standard > how well is it known?
Does your company stimulate your own suppliers to work on labour conditions or to certify for SA8000®?	Does your company stimulate your own suppliers to work on sustainability or to certify for ISO14000?	Do certified companies stimulate own suppliers to work on labour conditions or to certify for SA8000?	Do certified companies stimulate own suppliers to work on labour conditions or to certify for social initiatives and esp SA8000?
<b>EFFECTS:</b> What changed due to SA8000®? Effects of SA8000 on organization / performance / financial effects (positive or negative); culture, turnover, hiring etc. What are the main benefits of SA8000® certification? 1/2/3 (Does that include economic benefits? How do you consider the costs involved for certification?) Was it all in line with expectations? How do you communicate about your certification?	<b>EFFECTS:</b> What changed due to ISO14000? Effects of ISO14000 on organization / performance / financial effects (positive or negative); culture, turnover, hiring etc. What are the main benefits of ISO14000 certification? 1/2/3 (Does that include economic benefits? How do you consider the costs involved for certification?) Was it all in line with expectations? How do you communicate about your certification?	<b>EFFECTS:</b> Effects of SA8000 on organization / performance / financial effects (positive or negative); culture, turnover, hiring etc. What are the main benefits of certification? 1/2/3 (Does that include economic benefits? How do you consider the costs involved for certification?) What feedback do you get about the standard?	<b>EFFECTS:</b> Effects of social initiatives on organization / performance / financial effects (positive or negative); culture, turnover, hiring etc. What are the main benefits of certification? 1/2/3 (Does that include economic benefits? How do you consider the costs involved for certification?) What feedback do you get about the standard?
<b>FINALLY</b> What social standards do you know? What is best practice? What do you/does your company know about SA8000? And other social standards? Do (did you ever) consider to certify with SA8000? Why (not)? Did you choose for an alternative (internal guidelines, other standard or initiative)? What future developments do you expect for SA8000® or social certification (other initiatives)? What is specific for adoption and diffusion of SA8000? What is similar to other certifiable management standards? Why is ISO 14000 adopted more widely e.g.? What explains the difference? What could withhold or stimulate other companies to certify? Differences between environmental and social in general? Environmental more valued? How did you respond to the publicity around the factory incident? Is there anything else you would consider interesting to mention (e.g. external incidents)? Did we overlook anything that could be interesting for the adoption of SA8000®?	<b>FINALLY</b> What social standards do you know? What is best practice? What do you/does your company know about SA8000? And other social standards? Do (did you ever) consider to certify with SA8000? Why (not)? Did you choose for an alternative (internal guidelines, other standard or initiative)? What future developments do you expect for SA8000® or social certification? What is specific for adoption and diffusion of SA8000? What is similar to other certifiable management standards? Why is ISO 14000 adopted more widely e.g.? What explains the difference? What could withhold or stimulate other companies to certify? Differences between environmental and social in general? Environmental more valued? How did you or others respond to the publicity around the factory incident? Is there anything else you would consider interesting to mention (e.g. external incidents)? Did we overlook anything that could be interesting for the adoption of SA8000®?	<b>FINALLY</b> What social standards do you know? What is best practice? What social equivalents of/alternatives for SA8000 do you know? (Also influence of governance stimulated programmes) What future developments do you expect for SA8000® or social certification? What is specific for adoption and diffusion of SA8000? What is similar to other certifiable management standards? Why is ISO 14000 adopted more widely e.g.? What explains the difference? What could withhold or stimulate other companies to certify? Differences between environmental and social in general? Environmental more valued? How did you or others respond to the publicity around the factory incident? Is there anything else you would consider interesting to mention (e.g. external incidents)? Did we overlook anything that could be interesting for the adoption of SA8000®?	<b>FINALLY</b> What social standards do you know? What is best practice? What social equivalents of/alternatives for SA8000 do you know? (Also influence of governance stimulated programmes) What future developments do you expect for SA8000® or social certification? What is specific for adoption and diffusion of SA8000? What is similar to other certifiable management standards? Why is ISO 14000 adopted more widely e.g.? What explains the difference? What could withhold or stimulate other companies to certify? Differences between environmental and social in general? Environmental more valued? How did people respond to the publicity around the factory incident? Is there anything else you would consider interesting to mention (e.g. external incidents)? Did we overlook anything that could be interesting for the adoption of SA8000®?